QUICK CHANGE!

PUBLIC OFFERING WORKSHOP

Identifying Self-Defeating Behaviors
Analyzing Self-Defeating Behaviors
Replacing Self-Defeating Behaviors

Maximize individual performance by eliminating the self-defeating behaviors that deliver poor results.

SPECIFICATIONS

Learn to identify and eliminate patterns of low performance in your behaviors. Quick Change is an actionable model for making tough changes in "hot button" behaviors such as procrastination, perfectionism, over-committing, inappropriate anger, over-controlling, micro-managing, excessive rigidity, aversion to risk, and not being open to new ideas. Eliminating self-defeating behaviors such as these maximizes individual performance and makes you easier to work with.

DESIGN: This is a highly interactive workshop designed to allow individuals to work on specific self-defeating behaviors. The design follows the following format:

1. Short lectures with examples to teach each element of the model
2. Small group activity to apply each element
3. Individual work on personal SDB
4. Coaching from staff and participants

This workshop has two facilitators to allow for individual coaching of participants as they work through an individual SDB.

The design focuses on teaching the process of behavior change so that individuals can make changes in behavior throughout their lives.

LENGTH: One Day

PREWORK: None

MATERIALS: 3-Ring binder with class materials and a copy of Dr Hardy's book **Self-Defeating Behaviors**.

DATES

June 9, 2008	Minneapolis, Minnesota
September 15, 2008	Minneapolis, Minnesota
October 20, 2008	Tampa, Florida
November 10, 2008	San Diego, California

COST $695/person*   (* Send three people for the price of two!)

TARGET AUDIENCE Professional, Technical, and All Levels of Management

LEARNING OVERVIEW

MODULE 1 — The Self-Defeating System

Participants learn how self-defeating behaviors are formed, why we keep them, how we keep them alive, and how we can change them. This module provides a concise overview of the **Quick Change** process.

MODULE 2 — Identifying Self-Defeating Behaviors

Participants learn how to identify patterns of low performance in their behavior that consistently deliver negative results and are, therefore, self-defeating. This step-by-step process takes labels such as "procrastination" and reduces them down to a specific behavioral pattern that is repeated in specific situations. Because it is specific and predictable, it can be changed.

Participants learn how to differentiate between self-defeating behaviors and toxic situations. Often people are sent to this workshop to get "fixed" when the real problem is that they are in a toxic situation where nothing they do is going to work. Recognizing this reality, and providing participants with a method of dealing with toxic situations, dramatically increases the credibility of the workshop and the performance of individuals.

MODULE 3 — Analyzing Self-Defeating Behaviors

In this module participants learn to analyze how they do their self-defeating behaviors. This is a critical step in the workshop for two reasons. First, it demonstrates that self-defeating behaviors follow a predictable process, and once you learn the process, you can intervene to make changes.

Secondly, it brings the unconscious aspects of the process to a conscious level where they can be examined and changed. Based on this analysis, participants quickly realize how difficult it is to keep their self-defeating behaviors alive and how relatively easy it will be to change the behavior. It is the intellectual equivalent of learning to stop beating your head against a wall, and it creates a tremendous motivation and commitment to making behavioral changes.

MODULE 4 — Replacing Self-Defeating Behaviors

In this final module, participants learn how to replace their self-defeating behaviors with higher performing alternative behaviors. In many ways, human behavior is like computer software. Sometimes you have to dig into the code and re-program it to eliminate a problem in the software. In the previous module participants examined the code that was causing the problem — in this module they re-program the code to fix the problem. Once the software code has been repaired it can drop back into the unconscious mind and a new, higher performing pattern of behavior will emerge.

RETURN ON YOUR INVESTMENT

1. Eliminate SDBs that are minimizing your performance
2. Increase your performance with higher performing alternative behaviors
3. Make yourself easier to work with
4. Increase you ability to adjust your behaviors to situations instead of making the situation adjust to you
5. Reduce unproductive personal conflicts with others
6. Increase your contribution and value to the organization

The individual is the most basic unit of performance. Therefore an investment in people not only increases individual performance, but also creates a solid foundation for building high performance work groups, teams, and organizations.

Patterns of low performance by key managers and executives are very visible and can affect the performance of entire work groups. In today's highly competitive global marketplace organizations, these managers and executives are an unacceptable inhibitor to performance and work group morale. Therefore, they must either be replaced or taught how to change their self-defeating behaviors.

This innovative workshop creates a strong foundation for building personal, interpersonal, team, and organizational effectiveness – allowing individuals to work and contribute in a wide variety of organizational situations.

Contact

Doug Peters
DS Performance Group
320-587-0372

dougpeters@dsperformancegroup.com
www.dsperformancegroup.com